

SIOP *Salutes*

**The Society for Industrial and
Organizational Psychology Inc.
31st Annual Conference**

Hilton Anaheim &
Anaheim Convention Center



SIOP 2016

ANAHEIM, CA • APRIL 14-16

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HRM IMPACT AWARD RECIPIENTS

2015

Bank of America
Huntington Bank

2014

Cargill
Federal Bureau of Investigation
Sears Holdings

2013

The Bureau of Alcohol, Tobacco,
Firearms and Explosives (ATF)
Frito-Lay
P & G
North Shore-LIJ
Honorable Mention: Google

The HRM Impact Award is a joint venture of



Annually, SIOP and SHRM will seek applications for the HRM Impact Award. Organizations are invited to submit their most effective evidence-based HR practice or initiative for recognition. Benefits to organizations receiving this award include:

- Being a recognized leader in the critically important area of evidence-based HR practice
- Retaining top HR talent who support and value evidence-based HR practice
- Attracting top HR talent who want to work for an organization who is a recognized leader in the area of evidence-based HR practice

Now accepting applications through April 30!

**Get more information or apply today at
www.HRMImpactAwards.org**

Awards of Distinction



Distinguished Early Career Contributions Award – Practice **David Van Rooy, Walmart**

Dr. Van Rooy is a prime example of the scientist-practitioner model we value in I-O psychology. He has engaged in the research, development, and implementation of top-quality talent management programs for three major global organizations. At Burger King Corporation he undertook important projects including creating their first integrated global online performance management, career development, and compensation systems. At Marriott International, noteworthy contributions included conducting enterprise-wide job analyses to inform the development of selection systems for millions of applicants (administered in 22 languages in 70 countries); this included pioneering a new audio assessment process. As senior director of Global Leader Development he leads the design and development of Walmart's leadership programs. Throughout his applied career he has remained active in research and has published articles in highly respected outlets such as *Personnel Psychology* and *Academy of Management Journal*. His work on emotional intelligence, in particular, has been highly cited and influential. In addition, he authored *Trajectory: 7 Career Strategies to Take You From Where You Are to Where You Want to Be*, which has become a leading career book. He also brings visibility to the field through his Inc.com blog and being actively highlighted in popular outlets such as *USA Today*, *Forbes*, *Fox News*, and the *World Economic Forum*. In summary, Dr. Van Rooy's contributions through practice, research, and publishing are quite impressive for any early-career I-O practitioner.



Distinguished Early Career Contributions Award – Science **In-Sue Oh, Temple University**

Talent is highly sought after by business organizations and Dr. Oh has made significant contributions on staffing decision-making and consequences of such decisions for individuals, teams and organizations. He is a scholar who is able to make substantive theoretical contributions by using state-of-the-art methodological approaches. His work has been impactful on the relationship between employees' personality traits and their job performance and the implications for using job applicants' personalities as hiring criteria. He has been in the forefront of researchers making the case that measuring personality traits of job applicants are indeed important predictors of future job performance. Another significant finding dealt with self-report measures for personality, long considered to be valid and the way to assess personality. However, he demonstrated that the use of a wider perspective of measurement, in particular "observer" measures, is associated with larger and stronger validities than assessments based upon self-reports. He is a productive scholar with 60 publications in peer reviewed journals and more than 50 conference presentations. He makes extensive use of meta-analysis and has published papers on a variety of topics making him a researcher that other top I-O scholars want to work and publish with. In 2014 he received the Academy of Management's HR Division Early Career Achievement Award. He also was the recipient of SIOP's 2013 Joyce and Robert Hogan Award for Personality and Performance.

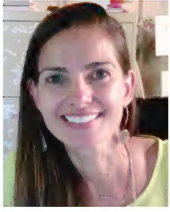


Distinguished Teaching Contributions Award **Satoris (Tori) Culbertson, Kansas State University**

Dr. Culbertson's former and current students use a variety of glowing adjectives to describe her teaching effectiveness, including "engaging," "stimulating," "inspiring," "captivating," and "comprehensive." That her teaching is outstanding is evidenced by her overwhelmingly positive evaluations and honors from two different colleges at Kansas State: the College of Arts and Sciences' William L. Stamey Teaching Award in 2012 and the College of Business Administration's Ralph E. Reitz Outstanding Teacher Award in 2015. Students said she is "consistently well-prepared for class, utilized engaging educational materials and activities, and showed a clear understanding of all course materials, and, more importantly, the appropriate methods to create a stimulating environment in which students can learn." She has been described as setting "remarkably high standards for her students' work, and in so doing, invariably improving students' performance." Beyond the classroom, she provides students the opportunity and encouragement to stretch themselves by being involved in research projects, coauthoring journal articles, and making presentations at SIOP and other national conferences. Through her support and mentorship many of her undergraduate students have advanced to master's and doctoral programs in I-O, and her graduate students have gone on to careers in research, teaching positions, and as practitioners. In sum, she is an exemplary teacher who has shown a strong passion for her work with students and the field of I-O psychology.



Awards of Distinction



Distinguished Service Contributions Award **Lisa Finkelstein, Northern Illinois University**

Dr. Finkelstein has served SIOP in numerous roles for almost two decades, including two of the most demanding positions—SIOP Program Chair and Conference Chair. Few realize the immense amount of time and attention to detail these two positions require; roles where the chair must “basically mortgage his or her life for considerable chunks of time,” according to one former chair. For example, as a conference chair—a three-year commitment—she coordinated the efforts of more than 1,000 committee members/reviewers and the review of more than 1,000 submissions, continuing education credits, fielded daily questions from submitters and managed a highly complex schedule. In addition she introduced new program initiatives such as the Scientist-Practitioner Forum. In short, the zest and vigor she brought to the conference chair role has had a huge impact upon the SIOP Conference as it exists today. In addition, she has served as SIOP’s Executive Board Secretary, Frontier Series Board member and Strategic Planning Committee member as well as on several other committees. She has led three major efforts related to her scholarship on the aging workforce that has raised SIOP’s visibility both nationally and globally. The most recent was to testify before a U.S. Senate committee on issues relating to the aging workforce. Her contributions to SIOP have been recognized by her election as a SIOP Fellow.



Distinguished Professional Contributions Award **Leaetta Hough, Dunnette Group**

Dr. Hough recently was an expert witness on the winning side of an employment discrimination case in which the judge concluded: “This is a profoundly important case, one that evokes the finest of our nation’s aspirations to give everyone equal opportunity and a fair shot.” Her participation in this case captures the essence of Dr. Hough’s stellar career – challenging the science and practice of I-O Psychology to address and resolve real-world problems. She is known for her innovative thinking about individual differences, their measurement and use in personnel selection, aligning hiring practices with organizational goals while minimizing adverse impact and increasing diversity in an organization’s workforce. She was first to summarize criterion-related validities of personality scales according to predictor and criterion constructs revealing replicable relationships between personality and outcomes. She was instrumental in developing the “Accomplishment Record”, and a pioneer in creating and implementing research-based HR management systems and computerized selection systems. Dr. Hough has chaired numerous SIOP committees and as SIOP president founded the Leading Edge Consortium, chaired two of them, and was a driving force in creating and bringing the journal *Industrial Organizational Psychology: Perspectives on Science and Practice* to fruition. She led the strategic planning process that articulated the vision, mission, and values that continue to guide and focus SIOP’s activities. She is a SIOP Fellow, serves on the SIOP Foundation Board, and continues to significantly influence the science and practice of I-O psychology.



Distinguished Scientific Contributions Award **Eduardo Salas, Rice University**

Dr. Salas is an extremely productive researcher and one of the most influential voices in several applicable domains of teamwork and training. He stands alone in his contributions to how teams adapt, how team members learn and how best to train teams. He has been the “go-to” scientist in identifying characteristics of successful teams and translating that research into applied team training programs. He has done this in both military contexts and commercial activities such as airlines and medical facilities. His efforts to conduct leading edge research and build the best possible research teams have led to more than \$50 million in external funding from such agencies as the National Science Foundation, NASA, DoD, SHRM and the Office of Naval Research. His more recent work reflects interests in collaboration in science teams, teams of teams and cross-cultural training. He has shared his knowledge through more than 400 publications, presentations and workshop participation and he has contributed to numerous stories in various media outlets. Five of his publications have each been cited more than 5,000 times, making him one of the most widely cited scholars studying team effectiveness. A former president of SIOP he has been a co-recipient of four M. Scott Myers awards, SIOP’s highest recognition for applied research. He has also received SIOP’s Distinguished Contributions Award as well as SHRM’s Michael Losey Human Resources Life Achievement Award.

SIOP International Awards

SIOP International Research and Collaboration (IRC) Small Grant



For their work entitled “Entrepreneurship in North Africa: Examining the Role of Wasta,” **Lisa Baranik** (East Carolina University/The Baranik Group) and **Chéma Gargouri** (Women Enterprise for Sustainability/Institute of International Education, Tunisian Association of Management and Social Stability) are presented the 2016 IRC Grant.

Best International Paper Award



Thomas Rockstuhl (Nanyang Technological University) and **Linn Van Dyne** (Michigan State University) are recognized for having the best international paper at the 2016 conference: “The Utility of Cultural Intelligence Factors: A Meta-Analytic Construct Clarification.”

The Best International Paper Award will be presented at the International Reception on Thursday from 6:00PM TO 7:00PM in Pacific A (Hilton)

SIOP Foundation Awards

Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award



Larry Martinez and **Nicholas Smith** (both from The Pennsylvania State University) produced the best research on lesbian/gay/bisexual/transgender issues for the 2016 conference. Their symposium is titled “What About the T? Transgender Workplace Research.”

SIOP Travel Awards

The student applications were rated on their research experience, practical experience, financial need, and SIOP contribution. This list is diverse in its school affiliations and represents students with both academic and applied career aspirations.

Bharati B. Belwalkar
Louisiana Tech University

SeongHee Cho
University of Illinois at Urbana-Champaign

Jae Young Choi
Drexel University

Heather M. Clarke
Memorial University of Newfoundland

Michael M. DeNunzio
The Graduate Center & Baruch College, CUNY

Lindie H. Liang
University of Waterloo

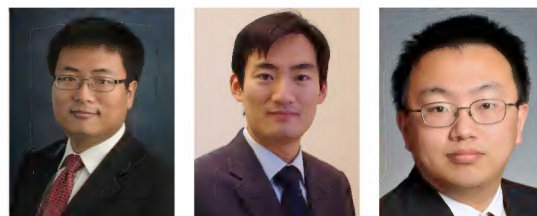
Alex P. Lindsey
George Mason University

Cynthia K. Maupin
University of Georgia

David J. Swiderski
University at Albany, SUNY

Lingtao Yu
University of Minnesota

William A. Owens Scholarly Achievement Award



In recognition of the best publication (appearing in a refereed journal) in the field of industrial and organizational psychology during the past full year (2014), **Songqi Liu** (Pennsylvania State University), **Jason L. Huang** (Wayne State University), and **Mo Wang** (University of Florida) receive the Owens Award for their article “Effectiveness of Job Search Interventions: A Meta-Analytic Review,” *Psychological Bulletin*, 140(4), 1009–1041.

SIOP Foundation Awards

John C. Flanagan Award



The outstanding student contribution to the 2016 SIOP conference is from **Ashley Membere** (George Mason University). Her paper is “Building Diversity Training Programs That Appeal to Resistant Trainees.”

Joyce and Robert Hogan Award for Personality and Work Performance



For furthering the understanding of personality as it relates to job performance, **Wen-Dong Li** (Kansas State University), **Doris Fay** (University of Potsdam), **Michael Frese** (National University of Singapore and Leuphana University of Lueneburg), **Peter D. Harms** (University of Nebraska), and **Xiang Yu Gao** (National University of Singapore) receive the



Hogan Award for their article “Reciprocal Relationship Between Proactive Personality and Work Characteristics: A Latent Change Score Approach,” *Journal of Applied Psychology*, 99(5), 948–965.



Wiley Award for Excellence in Survey Research



William Shepherd (Wendy’s) and **Robert Ployhart** (University of South Carolina) are recognized with the Wiley Award for their excellence and innovation in the design of survey research methods/techniques, and also the use of survey results to impact organizational effectiveness and performance for their project Huntington VOICE Employee Survey Program.

Jeanneret Award for Excellence in the Study of Individual or Group Assessment



For furthering public and professional understanding of individual or group assessment, **Nathan Kuncel** and **Paul R. Sackett** (both from University of Minnesota) are the 2016 recipients of the Jeanneret Award for their article “Resolving the Assessment Center Construct Validity Problem (as We Know It),” *Journal of Applied Psychology*, 99(1), 38–47.

Raymond A. Katzell Award in I-O Psychology



Nathan D. Ainspan (Transition to Veterans Program Office) embodies the intent of this award and its namesake, Raymond Katzell, who continuously during his career urged students to promote I-O research-based insights in order to positively impact organizations and individuals. Dr. Ainspan conducts research, develops programs, edits books, and leads presentations that influence policy and educate service members and veterans, clinicians, and corporate leaders. His work with the DoD has contributed to policy and program changes impacting the 200,000 service members projected to leave military service every year, plus the thousands of companies seeking to hire these individuals. His efforts to integrate and approach societal issues through novel thinking and collaboration are evidenced in SIOP’s Veterans Transition Initiative, which he cofounded and codirected. Started in 2011, the VTI has coupled more than 100 veterans nationwide with SIOP volunteers who act as career and resume coaches. This initiative gave greater exposure to I-O and SIOP. He has written extensively on this subject including the *When the Warrior Returns: Making the Transition at Home* and *The Handbook of Psychosocial Intervention for Service Members*, and he has just begun editing another handbook to guide private sector human resource professionals on hiring and retaining veterans. In sum, he has been an effective ambassador for I-O, through the breadth and impact of his writing, presentations, and work, both in application and research, on helping military veterans and wounded warriors successfully transition into civilian employment and education.

SIOP Foundation Fellowships and Scholarships

Leslie W. Joyce and Paul W. Thayer Fellowship



The 2016 winner of the Joyce & Thayer Fellowship is **Sarena Bhatia** (Michigan State University) for her research on "Hiring for Adaptability: It Depends on the Situation."

Irwin Goldstein Scholarship (Macey Fund)



The Goldstein Scholarship by the Macey Fund for 2016 is given to **Lingtao Yu** (University of Minnesota) for his work, "Some Things, If Not All Things, Are About Change: A Time-Based Theory of Abusive Supervision."

Lee Hakel Scholarship



Ozias A. Moore (Cornell University) is the 2016 winner of the Lee Hakel Scholarship based on his work "A Multi-Method Examination of the Effects of Multiple Team Membership on Project Teams."

Graduate Student Scholarships



Lisa S. Paik (Ohio University) receives her scholarship for her work on "Work Family Conflict and Abusive Supervision."

Mary L. Tenopyr Scholarship



Jaclyn Koopman (University of Florida) receives the 2016 Tenopyr Scholarship for her research, "Autonomous Helping and Dependent Helping in Teams: Building and Testing a Theoretical Model."



Michael Y. Lee (Harvard Business School) is presented with a scholarship for his work entitled "Dynamic Clarity: How Rapid Iteration of Formal Structure Enables Complex Coordination in Less Hierarchical Environments."

Douglas W. Bray and Ann Howard Research Grant



For into the development of managers and leaders. **Filip Lievens** (Ghent University, Belgium), is presented the Bray-Howard Grant for his project "Behavioral Signatures: A Novel Approach for Assessing Leadership Adaptability."

Adverse Impact Reduction Research Initiative and Action (AIRRIA) Grant



For examining new approaches in the study of adverse impact, **Kristine M. Kuhn** (Washington State University) is the 2016 AIRRIA Grant winner for her research "Regulatory Focus and the Effects of Background Reports on Evaluations of Job Candidates."

Don't forget to visit the SIOP Foundation Booth in the Exhibit Hall!

See how we are building for the future at Booth #212



SIOP Small Grants Program

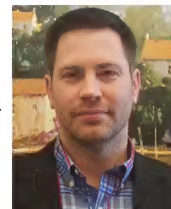


Silvia Dello Russo (ISCTE-IUL, Portugal), **Bernd Carette** (Ghent University, Belgium), and **Roberto Petrucci** (AXA MPS Financial Ltd.)



receive a small grant for their work “Are Informal Performance Management Systems Facilitating Learning? An Experience Sampling Investigation of Informal Performance Management.”

A grant is given to **Lu Zheng** (Auburn University), **Yongxin Li** (Henan University), and **Nathan D. Page** (Assessment Associates International, LLC) for their project “Testing the Effectiveness and Mechanisms of Several Prewarnings in Reducing Applicant Faking on Personality Tests Within Selection Contexts: A Field Investigation.”



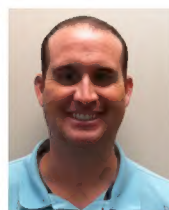
Abdifatah Ali (Michigan State University), **Ann Marie Ryan** (Michigan State University), **Brent Lyons** (Simon Fraser University), and **Jessica Keeney** (APTMetrics, Inc.) receive a small grant for research entitled “Checking Criminal Records: Its Consequences for Applicants and Employers.”



A grant is also given to **Ute R. Hülshager** (Maastricht University) for her study “Mindfulness@Work: Promoting Work-Related Well-Being by Cultivating Equanimity.”

SIOP Awards

M. Scott Myers Award for Applied Research in the Workplace



The 2016 Myers Award is given to **Anthony S. Boyce**, **Jeffrey S. Conway**, and **Pat M. Caputo** (all of Aon Hewitt) for their project, the Adaptive Employee Personality Test (ADEPT-15)™.

S. Rains Wallace Dissertation Research



For her dissertation entitled “Power and Status in Groups,” **Jamie L. Perry** of Cornell University is the 2016 recipient of the Wallace Dissertation Award.

New SIOP Fellows



John Antonakis, University of Lausanne

Professor Antonakis is best known for his work on leadership and research methods. He has made important contributions to the measurement and development of charisma, instrumental leadership, as well as in other areas. As concerns his methods contributions, he has played a key role in introducing econometric methods and causal analysis to the psychology and management literatures. His work has appeared in many prestigious journals including *Science*, *Academy of Management Journal*, *Psychological Science*, *Journal of Management*, and *Organizational Research Methods*, but also in more applied publications like *Harvard Business Review* and *Academy of Management Learning & Education*. He has served his discipline in various capacities as associate editor and editorial board member; he is also the incoming senior editor for *The Leadership Quarterly*, where he has twice won the best article award. His work is often quoted in influential news outlets and he has featured in various highly-viewed podcasts and TEDx talks on topics including charisma, endogeneity, and leader corruption.



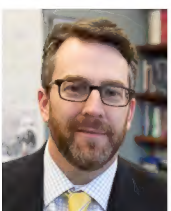
Dave Bartram, CEB Talent Measurement Lab

Dr. Bartram's many accolades include widely cited published research on criterion-centric measurement that has set a precedent for the scientific study of work competencies and development of leading-edge assessment products that have advanced assessment science. His most notable contribution has arguably been his service to the profession, spanning 3 decades, to establish, refine, and update standards for psychological assessment used in work settings. He has served as president and on executive boards of the world's leading professional testing organizations and on committees to create standards for psychological assessment. It is in this capacity, as an applied researcher, product developer, and as an advocate for scientific standards for assessment, that he has made significant applied, scientific, and service contributions to the field of industrial and organizational psychology. He has authored more than 230 refereed journal articles, chapters, and volumes. He has further disseminated his work to the I-O community by making more than 400 presentations at conferences around the world.



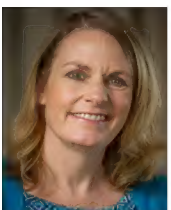
Winston Bennett Jr., Air Force Research Laboratory

Dr. "Wink" Bennett has made significant contributions to the U.S. Air Force's operational effectiveness through his consistent pattern of applied research. His work with proficiency-based training, the Mission Essential Competency (MEC) process, training effectiveness, and job and task analysis are examples of his impact on our science and practice. In each case, the research has pushed the state of the science and equally has improved Air Force efficiency and readiness. Wink and his team have crafted the vision for improving the Air Force's readiness creating a more personalized and responsive training enterprise that is being adopted by the service. Wink not only leads an impressive research team, but he continually promotes collaborations with SIOP members to expand the vision further. He remains actively involved in publishing and presenting the results of his research. Specifically, he has contributed to five edited or authored books, 12 book chapters, 28 refereed journal articles, 63 technical reports, and over 100 conference presentations.



Kenneth G. Brown, University of Iowa

Dr. Brown has achieved an outstanding, well-rounded career in research, teaching, and professional service. His research is diverse, and he has been a leading influence in training motivation, particularly as it relates to goal setting and reactions to training. He has also made valuable contributions in the study of e-learning. Beyond his research, he is a gifted and highly recognized teacher, having received at least 19 teaching-related awards, including SIOP's 2015 Distinguished Teaching Contributions Award and the 2015 Innovative Teaching Award of the Human Resources Division of the Academy of Management. His service to the profession is exemplary, especially within the Academy of Management, where he served as editor-in-chief of the *Academy of Management Learning & Education* and on the founding steering committee of the Academy's new Teaching & Learning Conference. He currently serves on six editorial boards, including the *Journal of Applied Psychology*. He has also had a prolific pattern of publishing his research, including 38 refereed journal articles, 18 chapters, and a coauthored HR management textbook.



Wendy J. Casper, University of Texas at Arlington

Dr. Casper has earned a national and highly respected reputation for her scholarship on work-family issues. She has contributed several streams of important research to this literature, including a focus on marginalized populations and a better understanding of family-related workplace support. Her research on singles' work-life interface challenges has received attention in both the scholarly and popular press, including the *Wall Street Journal*, *Washington Post*, *US News and World Report*, *MSNBC*, *Fort Worth Star Telegram*, *HR Magazine*, *Des Moines Register*, and *Tulsa World*. Her systematic reviews of the work-family literature have been widely cited. Her meta-analysis on the availability and use of dependent care policies in the *Journal of Applied Psychology* provided a much needed summary of this literature and paved a path for future work. She has published 31 peer-reviewed journal articles, 11 of which are first authored and many that appear in top journals such as *Journal of Applied Psychology*.

New SIOP Fellows



Filip De Fruyt, Ghent University

Dr. De Fruyt is an international scholar with an outstanding level of research contributions to the field of I-O psychology. He has published 140 articles in many top-tier journals, including the *Journal of Applied Psychology*, *Journal of Personality and Social Psychology*, *Journal of Organizational Behavior*, *Journal of Vocational Behavior*, and *Personnel Psychology*, as well as dozens of chapters in high impact books. He is a truly interdisciplinary scholar, traversing traditional boundaries to make an impact in I-O, social, developmental, and cross-cultural psychology, among other fields. He is currently the president of the European Association of Personality Psychology and serves on several editorial boards. He has given hundreds of presentations around the globe and is clearly very influential with his research and publications. He espouses core values of our society in being a true scientist and practitioner, making not only contributions to the basic science of personality but also helping organizations develop better selection and staffing decisions through his consulting.



Leslie A. DeChurch, Georgia Institute of Technology

Dr. DeChurch, an outstanding researcher with an exemplary publication record, is recognized for her notable work on teams, multiteam systems, networks, and team leadership. She is a great contributor to the practice and scholarly communities as well as to SIOP. She has been one of the major, early pioneers in psychological dynamics associated with multiteam systems. Her work has been instrumental in calling attention to this underresearched unit of analysis. Most importantly, her research has shown that between-team processes predict MTS performance beyond that accounted for by within-team processes. A second area of significant contribution is information sharing within teams. Her meta-analysis on this topic has garnered more than 450 citations in just 5 years. She has 36 refereed publications with many appearing in influential outlets. She has also been remarkably successful in attracting outside funding for her research, having received more than \$10 million from the National Science Foundation, Department of Defense, NASA, and NIH, including a prestigious NSF CAREER award.



Marcus Dickson, Wayne State University

Dr. Dickson's research program spans and integrates multiple topics including leadership, culture, teams, and ethics. His work related to leadership, culture, and cross-cultural psychology has quickly become "must read" material for anyone working in these areas. In addition, he has made a tremendous impact on our field through his excellence as a mentor and teacher. His teaching has been recognized by SIOP (the 2005 Distinguished Teaching Award), the State of Michigan (a 2010 Distinguished Professor of the Year), and Wayne State University (President's Award for Excellence in Teaching, and Outstanding Graduate Mentor Award). Active in SIOP, he served on and chaired the Distinguished Teaching Awards Committee, chaired the Education and Training Committee, and for several years wrote a *TIP* column focused on teaching I-O psychology at the undergraduate and graduate levels. His scholarly and teaching contributions have been enhanced by his embrace of the scientist-practitioner model. For example, he founded the Applied Psychology and Organizational Research Group to bridge academic training with real world application at Wayne State University.



James Diefendorff, University of Akron

Dr. Diefendorff's research focuses primarily on the areas of self-regulation, emotional labor, and work motivation. He has published 45 peer-reviewed articles with many appearing in top-tier journals such as the *Journal of Applied Psychology*, *Personnel Psychology*, and *Academy of Management Journal*. His scholarly work has been cited more than 4,400 times. His research has been especially influential in shaping the emotional labor field over the years, helping to elevate its importance to a core area of study in I-O psychology. When it comes to emotion regulation and affective process at work, he has earned a national reputation and his work has helped define the field. Two articles that illustrate the predictors and outcomes of emotional labor have over 1,000 citations combined. In addition, he has contributed to the area of work motivation by publishing empirical research on multiple topics and writing several reviews of the field. He also contributes to I-O psychology through his service on the editorial boards of five journals.



Alexis A. Fink, Intel Corporation

Dr. Fink has focused her career on analytics and designing, directing, and conducting systematic research into the foundational elements of integrated talent management (ITM) in the form of competencies, employee value proposition, talent selection and management tools. She has been a leader in the use of competency models to design and align HR systems, and the development and integration of HR systems to support talent management. She has had impact on two well-known companies (Microsoft and Intel) and has applied I-O psychology to improve the talent and quality of work lives of employees. Active in SIOP, she has chaired the Visibility Committee, headed a task force to investigate graduate student participation, chairs this fall's LEC planning committee, and is currently on an ad hoc committee considering practice standards in the use of "Big Data." She has also served as chair of the Information Technology Survey Group (ITSG), on the editorial board of *People and Strategy*, and on the book review editorial board of *Personnel Psychology*.

New SIOP Fellows



Kurt Geisinger, University of Nebraska-Lincoln

Dr. Geisinger has made significant contributions to psychology, particularly in testing, diversity measurement and assessment. Active within the American Psychological Association, he served on the APA Board of Directors from 2011–13. He also produced two APA edited volumes, *Psychological Testing of Hispanics* and *Test Interpretation and Diversity*. Most recently he has edited the *APA Handbook on Testing and Assessment in Psychology* and served on several APA committees, as well as the National Council on Measurement in Education (NCME), and College Board. His work at Buros has produced the well-known *Mental Measurements Yearbook* and he has served as editor of the journal, *Applied Measurement in Education*. He has also contributed significantly to practice, working with professional licensing boards, companies, unions, municipalities, state, and federal agencies in the United States and abroad, to inform and improve personnel testing and selection. His work with the New York City Department of Personnel, developing and defending police officer and firefighter examinations, among other civil service examinations, is just one of many examples of his impact as a scientist–practitioner.



Charmine Hartel, University of Queensland

For more than 20 years Dr. Hartel has been actively generating and publishing empirical research that has been used as the basis of evidence-based management practices, particularly those associated with sustainable change efforts and in culturally diverse organizations. Her notable work has been related to the expatriate experience in global organizations, the domain of cross-cultural and intercultural issues that arise for immigrants during the acculturation process, and the organizational conditions that give rise to positive and negative reactions to “differences.” This body of work has provided practical evidence-based assistance for organizations trying to meet the challenges of effectively maintaining increasingly diverse workforces. She is also well-known for her scholarly work on the role of emotion in work settings, which includes the development and evaluation of measures for assessing emotional intelligence climate and emotional climate at the work group level, empirical research on the impact of emotion on decision making, and the role leaders can play in influencing affective experiences that arise in culturally diverse work groups.



Brian J. Hoffman, University of Georgia

Dr. Hoffman has made multiple, significant and lasting scholarly contributions to the literature on assessment centers, job performance, and leadership. He has published 40 peer-reviewed journal publications, many in top journals in our field, as well as seven book chapters and two books. His work has been impactful, using theory, advanced research methods, and rigorous approaches to disentangle controversies in the field of I-O psychology, particularly regarding the appropriate use and meaning of assessment center data. His systematic work in this area was foundational in not only shifting the discussion but offering a constructive, scientifically informed, yet nuanced, perspective on what assessment center data really mean and how they should be used in practice. He has also established himself as a major researcher in the area of performance and leadership, where his research helped quell a debate in the literature regarding the value of multisource ratings. His knowledge and impact are also supported through his appointment as an associate editor for *Journal of Management*.



Allen I. Huffcutt, Bradley University

A leading researcher who has changed the ways in which employment interviews and meta-analyses are viewed and performed in practice, Dr. Huffcutt has helped clarify what employment interviews measure and how they can become reliable and valid predictors of performance. He also pioneered recognition of the influence of construct and method influences in interviews, which has carried over to other areas of personnel selection/staffing including situational judgment tests. Further, he showed how often various classes of constructs were targeted by interviewers and how different levels of structure were associated with assessing different constructs, as well as their average validity estimates and standardized ethnic group differences. He has also tremendously impacted the field with his work on meta-analytic methodology and was the first meta-analyst to examine ethnic group differences in employment interviews or any selection test. Bridging the literature from statistics on influential cases, he developed the SAMD statistic to identify outliers in meta-analysis, addressed the issue of exploratory factor analyses in organizational research, and helped others conduct important meta-analyses.



Eden B. King, George Mason University

Fair and supportive workplaces have been a major emphasis of Dr. King's work. To do this, she has captured the varying types of experiences people have in the workplace, which include facing both formal (overt) and more interpersonal (subtle) types of discrimination. For example, Eden's research has uniquely informed other I-O psychologists about the stress that LGBT and pregnant women experience in their daily work lives, the potentially negative impact of training for obese employees, and the hiring biases that face Muslim applicants. Her research also identifies individual-and organizational-level strategies that work to remediate discrimination. She has also developed an impressive body of research focusing on the work-family interface. Her

New SIOP Fellows

scholarly record includes 75 journal articles, 22 book chapters, 3 books, and more than 150 conference presentations and invited talks. She has been a major contributor to SIOP, having served as both Program chair and Conference chair as well as on numerous committees. In addition, she been associate editor for two journals and an editorial board member on four others.



Huy Le, University of Texas at San Antonio

Dr. Le's has made important contributions to personnel selection and has addressed key issues in personality, cognitive ability, and construct redundancy. He is also a methodologist who has published on topics related to range restriction, meta-analysis, and a variety of other areas. A primary achievement has been to develop, refine, or correct methods by which researchers test theories and attempt to understand phenomena and relationships. His research output is impressive with 36 publications, most in top-tier outlets, with more than 4,000 citations. He spent the first several years of his career working as a research scientist for HumRRO. In this role, he made important contributions to a multiyear project to help the United States Army better understand and predict personnel attrition and reenlistment decisions. He has been invited to serve on the editorial boards of four major journals where he combines quantitative vigor with a command of HR topics. He also has consulted with firms such as SHL-PreVisor, Educational Testing Service and ACT, Inc.



Kathleen K. Lundquist, APTMetrics

Dr. Lundquist's I-O expertise is widely recognized and relied upon by the legal profession, where she is one of the most sought after I-O experts, by both plaintiffs' and defendants' counsel. Over the past nine years she has served as an expert witness in more than 25 employment discrimination cases that have impacted millions of individuals. She has been a consulting expert on selection validation for both the U.S. Department of Labor and the U.S. Department of Justice and has twice presented invited testimony to the U.S. Equal Employment Opportunity Commission on selection procedure development, which directly impacted EEOC policy recommendations. Her extraordinary impact has been communicated in a number of venues and outlets including publications and numerous invited presentations. In addition, she has worked vigorously to advance diversity and inclusion within the organizations for which she consults. Active within SIOP, she has served as Financial Officer/Secretary (2012-2015), liaison to the Foundation Board, and as the official Secretary of Division 14 of APA.



Mitchell L. Marks, San Francisco State University/JoiningForces.org

Dr. Marks is a scientist/practitioner highly regarded for his knowledge of mergers and acquisitions. His practical insight in M&A has contributed to advancing research, business practices and consulting interventions in several related areas including minimizing employee stress, uncertainty and distraction from performance during major organizational transitions, identifying and addressing the sources and symptoms of culture clash, helping transition planning teams generate high quality recommendations, and understanding and aiding survivors of downsizings. Notably, he elevated the importance of the person in all phases of these massive strategic business actions. He has developed models and interventions based upon his observations of how organizations work and by applying psychological science. He has contributed to the training and development of I-O psychologists through his books and articles which are essential reading to understanding not only why mergers and acquisitions sometimes fail, but also more importantly what can be done to make them succeed. He is also the founding director of the Organizational Psychology Doctoral Program at Alliant University.



Ryan S. O'Leary, PDRI, a CEB Company

Dr. O'Leary has led the development of many innovations in workplace assessment that have helped change the way human capital is managed. He has directed or played a key role in many large-scale assessment development, validation, and delivery projects in very visible and legally sensitive situations, including the development of a nationwide program for the Office of Personnel Management (USAHire). This program assesses hundreds of thousands of applicants yearly and significantly impacts the government's ability to acquire top talent. He led the development of an innovative suite of career guidance and placement tools to help veterans reintegrate into civilian life, administering over 170,000 assessments that help match veterans to jobs. He has been a leader in performance management reform and over 750,000 Federal employees have been evaluated using tools he helped develop. His expertise has been recognized by *HR Magazine*, *Workforce*, and *The Washington Post*. He has also provided litigation support for multiple EEO cases and publishes and presents regularly on assessment and performance management.

New SIOP Fellows



Jean Phillips, Pennsylvania State University

With research interests and impressive scholarship in some of the most critical areas of I-O including team effectiveness and leadership, work motivation, realistic job previews, and recruitment, Dr. Phillips' influence on our profession has been significant. She completely embraces the scientist-practitioner model and takes great care in ensuring her research has applications for practice. For example, her work has greatly influenced the professional practice of recruiting and staffing. Her research has been published in a long list of prestigious journals and publications and is well cited. In addition she has coauthored four textbooks and she has written a five-book Strategic Staffing series published by SHRM. In the classroom, she exemplifies the best of I-O as a gifted, dedicated, and creative instructor who receives exceptionally high student evaluations and who has had a decidedly positive influence on many future and present I-O and SIOP members. She has been active in SIOP serving on several committees, including the program and membership committees.



Quinetta M. Roberson, Villanova University

Dr. Roberson's research focuses on two areas: organizational justice and diversity and inclusion. She has made important contributions examining organizational justice and the idea that perceptions of fairness matter greatly in terms of organizational attitudes and behaviors. She has demonstrated there can be team-level justice climates as well and that team-level social networks and social influences lead to such team climates. Furthermore, her work shows that justice climates are not static but change and unfold. A second major area of research is related to diversity particularly focusing on an organizational perspective that looks at how people experience diversity at work and how such diversity can affect bottom-line consequences. Her publications appear in top-tier journals and she served as an associate editor at *Journal of Applied Psychology* from 2008-2014. She has also been an advocate for I-O psychology as a program director at the National Science Foundation where she was responsible for overseeing a \$4 million budget and recommending funding decisions.



Marshall Schminke, University of Central Florida

Dr. Schminke is a leading researcher in the areas of business ethics and justice. His work explores new perspectives on ethical decision making and ethical work climates, and how they relate to organizational structure, leader moral development, group processes, gender, abusive supervision, and justice. His fairness and justice research has investigated the relationships between organizational injustice and organizational structure, sabotage, and monitoring in the workplace. It has provided support for exploring justice at a more global level in the form of overall justice, and examined the impact of trickle-down justice effects. His research has been published in the field's top journals and has been cited more than 4,800 times. His service to the profession includes three associate editorships, as well as several editorial board positions and reviewing for major journals. He served 9 years on the Executive Committee of the Organization & Management Theory Division of the Academy of Management, and as chair of the Academy's Ethics Education Committee.



Wayne S. Sellman, Human Resources Research Organization

Dr. Sellman has spent nearly 50 years as an I-O psychologist and during that time has been responsible for scores of national research and policy programs relating to military accession and national assessments of abilities and educational achievement. He has directed, funded and participated in national research programs that have determined Department of Defense (DoD) policy and practice for the recruitment and selection of more than 400,000 military recruits per year. His DoD research programs have made enormous contributions to the knowledge foundation and practice of I-O psychology. In short, since the mid 1980s he has been responsible for bringing the science of I-O psychology to the recruitment, selection, and retention of all parts of the American military. His involvement in these projects has included designing and directing important objectives and methods, navigating the channels of federal government and DoD budgets to find and commit adequate funding, providing ongoing review and direction, and communicating and summarizing research results for military and congressional representatives.

New SIOP Fellows



Piers Steel, University of Calgary

Dr. Steel's contributions to I-O psychology span a number of topics and reflect his broad interests. He has published 42 peer reviewed research articles, seven book chapters as well as two books. His 2007 *Psychological Bulletin* meta-analysis on the nature of procrastination detailed determinants and consequences of self-regulatory failure and is considered a classic paper on the topic. It received the George A. Miller Award from APA and led to *The Procrastination Equation*, a book on the topic that has been translated into 12 different languages. He has made major scholarly contributions to synthetic validity, national culture and well-being, as well as motivation, with the recent development of the Goal Phase System, an integrated motivational theory that unifies psychology and economics. His meta-analyses settle important scientific questions spanning topics such as effect of cell phone use on driver performance to the antecedents and consequences of workplace sexual harassment. He and two cofounders are developing metaBUS, an online science and practice portal for providing instant and customized meta-analytic results.



Daniel B. Turban, University of Missouri

Dr. Turban's primary areas of interest are recruitment and applicant attraction, mentoring, and motivation. His work has been particularly distinctive in that he has focused on issues linked to selection or transitions associated with hiring decisions, including promotions. Indeed, he has been at the forefront on clarifying the importance of recruiting on job acceptance (both from the organization's and applicant's perspective), on interviewing effectively, and in mentoring or coaching subordinates and peers. Moreover, he and his colleagues have gone beyond the focus on the traditional recruitment process to examine and document the role of corporate social performance on attracting applicants to organizations. He also has explored how an employer's brand related to applicant attraction during recruitment. His expansion of the recruitment process to these broader and key areas has been innovative and has shaped how the field thinks about the interrelationships between these activities. His record of publications is strong with nearly 60 total publications, 51 of those appearing in peer-reviewed journals and 18 in the field's top journals.



J. Craig Wallace, Oklahoma State University

Dr. Wallace has made important contributions in several areas including his work on multilevel motivation, climate, self-regulation, and recently innovation. His work in these areas can be characterized as exemplary in pushing the science-practitioner model forward, both within the scientific community, as well as within large corporations seeking to simultaneously improve organizational effectiveness and employee well-being. An active contributor to the literature, his meta-analysis in 2009 is considered one of the seminal articles in occupational safety and he is often asked to contribute book chapters and presentations on occupational health and safety topics. Overall, he has produced more than 40 papers and chapters, many in the field's very top journals. Another indication of his standing in the field is his editorial work with scholarly journals, including serving as an associate editor for the *Journal of Management*. He has been active in SIOP having contributed to both the Awards and Professional Practice committees.



Mo Wang, University of Florida

Dr. Wang's research contributions have spanned a broad range of content areas, in particular retirement and work-related adjustment. His work on understanding the retirement process from a psychological perspective has been groundbreaking and has taken retirement from a topic primarily addressed by economists to one that integrates critical psychological and developmental processes. He also initiated and is editor of the journal *Work, Aging and Retirement*, which focuses on the aging workforce. In addition to his impact on our science, he has made extraordinary service contributions. He is currently an associate editor for the *Journal of Applied Psychology*. He is a past chair of SIOP's Membership Committee and is on the SIOP Executive Board. He is a program officer for NSF which has enabled him to show the value of I-O research and integrate it into federal funding opportunities. His own research has produced 89 peer-reviewed articles as well as \$3 million in funding. In 2012, he was the recipient of SIOP's Early Career Contributions Award for Science.



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